



Wellness Program

City of Frisco encourages healthy lifestyle choices through its Wellness Program. Employees who complete the four Activities of the Plan will earn up to \$500 which will be deposited into a Health Reimbursement Account (HRA) and will be available the following January 1st.

Program Requirements

You must complete the required Activities between September 1, 2015—August 31, 2016 to earn your wellness dollars for 2017. Compass Professional Health Services will collect your data throughout this period and update your program status. You may complete any or all of the following Activities to earn up to the maximum of \$500.

ACTIVITY #1: BIOMETRIC SCREENING

WORTH \$100

Download the Biometric Form from CityLink and take it with you to your annual physical. It is your responsibility to ensure your physician sends your completed form to Compass. Catapult onsite screening results will be automatically sent to Compass. Police Officers and Firefighters must complete their physicals through E-Care, who will send results to Compass. Credit for this activity will not be awarded without all measurements recorded in Part 2 of the Compass Biometric Form.

ACTIVITY #2: TWO OR LESS RISK FACTORS

WORTH \$200

Do you know your numbers? Review your Biometric Screening results to know your numbers. If you have three or more of the below measurements that are abnormal, you are at risk for developing Metabolic Syndrome. Metabolic syndrome is a cluster of conditions occurring together, increasing your risk of heart disease, stroke and diabetes.

MEASUREMENTS	DESIRABLE RANGE
HDL (good cholesterol)	> 40 men / >50 women
Blood Pressure	<130/85
Fasting Glucose	<100
Triglycerides	<150
Waistline	<40" men / <35" women

Two or less Risk Factors?

Great! You have completed Activity #2!

Three or more Risk Factors?

You must take additional steps to earn the wellness credit. There are two programs available to you and City of Frisco will pay for you to participate in either program, but you must complete the program. Once you complete the program, you will receive credit for completing Activity #2.

REAL APPEAL

Real Appeal is a unique, proven 16 week program to help people lose weight and keep it off, feel and look better and achieve the things they want in life — like the extra energy to play with their kids, wear clothes more comfortably, sleep better, think better—all the good stuff. Participants will have a personal professional coach, who will help individualize a plan around your needs for advice, motivation and support, as well as a step-by-step program guide, nutrition plans, and workout DVDs. You will also receive a large box of items that includes a digital weight scale and healthy cooking tools like measuring cups, spoons and such, as well as a resistance band, pedometer and more. Successful completion of this program requires you to complete 10 sessions. *See CityLink for more details on this program.*

WEIGHT WATCHERS AT WORK

You must successfully complete one 12-week series by attending at least 9 of the 12 weekly meetings. The series will be offered three times: December, April, and August. A series is subject to be cancelled if Weight Watchers' requirement of 20 participants is not met. *See CityLink for more details on this program.*

ACTIVITY #3: PREVENTIVE HEALTH SCREENINGS

WORTH \$100

To complete and earn credit for this Activity, you are required to complete one screening. This screening should be the one with the greatest medical value based on your health risks, age and gender. If you are not familiar with which screening to have, contact Compass. If Compass determines that you are not due for any disease, age, or gender specific screenings, you may complete this Activity by getting either a dental or vision screening.

ACTIVITY #4: TOBACCO FREE

WORTH \$100

To complete and earn credit for this Activity, you are required to be tobacco free for six consecutive months within the current Wellness Program year. Your tobacco use should be reported on the Compass Biometric Form. If you have not been tobacco free, you may still earn credit for this Activity by completing the following program:

Quit for Life by Alere Wellness

Successful completion of this program requires you to complete all 5 telephone calls. *See CityLink for more details on this program.*



Additional Wellness Opportunities

In addition to the core Wellness Program, there are a number of other health and wellness options available to City of Frisco employees.

Frisco Athletic Center (FAC)

How does free membership to the FAC sound? Workout at least 10 times in a calendar month at the FAC and your membership fee will be reimbursed through payroll. To enroll in this program, identify yourself as a City of Frisco employee and submit a signed agreement to Human Resources. Scanning in during each visit will enable the FAC to track and report your workouts to Human Resources for reimbursement. Only one scan per day is valid. Reimbursements are paid on the second pay check of the following month and are taxed per IRS regulations.

Airrosti

Have an ache or injury that you just can't seem to resolve? Airrosti can help. They're a rehab healthcare group that specializes in delivering high quality musculoskeletal care. Airrosti provides soft tissue/joint mobilization through a hands-on approach to improve function and range of motion. Airrosti is considered a Tier 1 Provider on the UHC medical plan. Each visit is subject to the Tier 1 copay. More details are available at www.airrosti.com.

Employee Assistance Program (EAP)

City of Frisco cares about you and your family's total health management—mental, emotional and physical. For that reason, the City provides an Employee Assistance Program (EAP) at no cost to you.

Whether you are interested in work/life resources, mental health assistance, or legal and financial advice, the EAP service can connect you and members of your household with a variety of professionals. With just one phone call, you can speak with helpful resources. The EAP benefit includes five counseling sessions and one free 30-minute consultation with a network attorney per issue. All services provided are confidential and will not be shared with City of Frisco. You may also access information, benefits, educational materials, and more at www.liveandworkwell.com (access code: Frisco).

The Program provides assistance and support with:

Depression, Anxiety, and Stress
Financial and Legal Advice
Family Support

Parenting and Family Issues
Substance Abuse
Workplace Problems or Conflicts